THE INFLUENCE OF DISCIPLINE, ABILITY, AND COMPENSATION ON EMPLOYEE PERFORMANCE AT THE CULTURAL OFFICE OF THE RIAU ISLANDS PROVINCE

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Abstract

Reliable and quality human resuorces play a major role in the prosess of improving performance with one example that is applied to improving work productivity. Performance is influenced by various factors, both related to the workforce it self and other factors such as education, skills, discipline, attitudes and work ethics, motivation, nutrition and health, level of income, social security, environment and work climate, job opportunities, and achievement opportunities. In this study to prove the effect of discipline, ability and compensatioan on the performance of the employees of the Riau Islands Province Cultural service. The populations in this study were employees of the Riau Islands Provincial Culture Office in Tanjungpinang, with a total sample of 72 people.

Keywords: **Disciplin, Ability, Compensation, Employee Performance**

1. INTRODUCTION

Human resouerce as one of the resources htat still have to be better improved, so that they are able to anticipate all challenges and obstacles in competition, with efforts to increase and develop the capabilities of these human resources, it can be done through guidance, direction and training which is carried out conttinuosly and other factor that also influence the work performance of individuals within the organization.

According to Hasibuan (2001: 10) human resource management is "The science and art of managing the relationships and roles of labor to be effective and efficient, helping the realization of company, employee and community goals. Realizing the ideals and goals of quality human resources and other advantages possessed by the Riau Islands Provincial Cultural Service agency in Tanjungpinang, this agency must be dedicated to the wishes of the organization, so that effective human resource management requires leaders to find the best way to do it. Socializing, empowering, coaching and employing people, employees in carrying out their functions to achieve organizational goals.

Efforts to improve the quality of human resources are not limited to education and training, but also equipped with the ability to communicate, be empowered and motivated so that professionalism can be achieved, within the organization it is necessary to continuously propose that staff and all employees or apparatus keep abreast of developments and are in the path. In line with the demands of the community and the business world for the improvement of the performance of the apparatus for that, it is time for the government to make improvements to public services in order to achieve good governance (good governance).

2. IMPLEMENTATION METHOD

The method used in this study is a descriptive method with a quantitative approach in the form of a case study. Quantitative research is a process of finding knowledge that uses data in the form of numbers as a tool to analyze information about what you want to know. (Kasiram (2008: 149) in his book Qualitative and Quantitative Research Methodology). According to Sugiyono (2013:13) is a study based on the philosophy of positivism, which is used to consider in population or special samples, sampling techniques conducted in general randomly, meeting data using research instruments, quantitative/statistical data analysis that has the purpose to move on to the hypothesis that has been determined. So here it can be concluded that quantitative descriptive research is a study that focuses on actual problems and phenomena that are occurring during the study with the form of research results in the form of numbers and descriptions that have meaning. According to Margareta (2013), the purpose of descriptive research with quantitative approach is to clarify a situation to be researched with the support of library studies so as to further strengthen the analysis of research in drawing conclusions.

This research method is a quantitative method and the data method used in this main research which includes the independent variables of the study, namely discipline, ability, compensation and the dependent variable, namely the performance of employees carried out in the Riau Islands Province Cultural Service. The primary data collection method used in this study is the method of distributing questionnaires to employees of the Riau Islands Province Cultural Service. The questionnaire in this study consisted of statements derived from each indicator of the research variables. The statements in the questionnaire were made on a Likert scale. The Likert scale is a measurement with five categories of responses ranging from "strongly agree" and "strongly disagree" which requires the respondent to determine the degree of approval or disagreement of the respondent with each series of questions regarding the object of the stimulus (Malhotra, 2009: 298). 1-5 scale for obtaining numerical data and given a score or score.

3. DISCUSSION AND CONCLUSIONS

The population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that are determined by the researcher to study and then draw conclusions (Sugiyono, 2013: 80). The population in this study were all employees of the Riau Islands Province Cultural Service The sample determination method in this study is purposive sampling. Purposive sampling is a sample determination technique with certain considerations (Sugiyono, 2013 : 85). The sample in this study was 72 employees.

According to Ghozali (2012:52) validity tests are used to measure whether or not a questionnaire is valid.The questionnaire is said to be valid if the question on the questionnaire is able to reveal something that will be measured by the questionnaire. Validity test measurement can be done by comparing rhitung value with rtabel sig. where rhitung > rtabel then the validity test is valid. According to Ghozali (2016:97), the statistical test of t basically shows how far one independent variable influences individually in explaining the variations of dependent variables. The level of significance used is 5% with the degree of freedom df = (n-k-1), where (n) is the number of observations and (k) is the number of variables. This test was conducted by comparing the significance of thitung with the :

1. If thitung < ttabel or -thitung > -ttabel, and the significance level > 0.05, then H0 is accepted and Ha is rejected (no significant influence).

2. If thitung > ttabel or –thitung < -ttabel, and the significance level < 0.05, then H0 is rejected and Ha is accepted (there is significant influence).

Model	T	Sig.
(Constant)	,569	,573
X1	2,887	,006
X2	4,420	,000
X3	2,411	,021

a. Dependent Variable: Y

According to Ghozali (2016:95) the Determination Coefficient (R^2) is used to measure how far the model is able to explain variations in dependent variables. The determination coefficient value is between 0 and 1. A small R^2 value means the ability of independent variables to describe variations in dependent variables is very limited. A value approaching 1 means that independent variables provide almost all the information needed to predict variations in dependent variables. Here are the results of the Determination Coefficient test (R^2):

Adjusted R Square

	Adjusted R Square
Kinerja Karyawan	,544

b. Dependent Variable: Y

Based on the table above, it can be concluded that the value of the Adjusted R Square is 0.544 or 54.4% of the discipline, ability, compensation variables. While the remaining 45.6% is explained or influenced by other variables not included in the model.

Discussion

Based on the results of the analysis and discussion that has been carried out by researchers partially and simultaneously, the independent variables in the model have an effect on the dependent variable. In the Riau Islands Provincial Cultural Office, timely work discipline can affect the performance of the employees themselves, good work abilities from themselves will make employees more enthusiastic at work and can improve employee performance, getting more than adequate compensation will also improve performance and the quality of the employees concerned.

4. CONCLUSION

In this study it can be concluded that discipline, ability, compensation have a positive effect on employee performance at the Riau Islands Province Cultural Service.

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